

Contact

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Top Skills

Software as a Service (SaaS)

Risk Management

Organizational Effectiveness

Languages

English (Native or Bilingual)

Afrikaans (Native or Bilingual)

German (Elementary)

French (Elementary)

Certifications

Software Architecture Foundations

Elasticsearch Essential Training

Amazon Web Services: Data Services

Honors-Awards

Entelect Challenge 2018 Champion

Louis Lötter

Senior Engineering Manager at Suse

Haarlem, North Holland, Netherlands

Summary

As a Director of Engineering with a rich 25-year background in software engineering, I have developed a robust expertise in leading engineering teams to deliver innovative technology solutions.

My leadership journey has evolved significantly over the last few years, during which I have honed my ability to align team goals with the strategic vision of the organization, fostering a culture of trust, accountability, and continuous improvement.

Known for my exceptional composure, I effectively steer my teams through high-pressure situations, ensuring stability and clarity that enhance our collective decision-making and problem-solving capabilities.

I adopt a servant leadership style that emphasizes empathy, transparency, and proactive engagement. This approach allows me to cultivate a team environment where open communication thrives, ensuring that individual aspirations and team objectives synergize to enhance both personal and organizational outcomes. My commitment to leadership is demonstrated through regular one-on-one dialogues, strategic goal-setting, and the establishment of metrics to track and drive progress effectively.

A skilled facilitator, I thrive in guiding teams through the intricacies of Agile practices, frequently leading standups, retrospectives, and planning sessions to ensure continuous alignment and improvement. My extensive experience as a Scrum Master has equipped me to seamlessly integrate value alignment into our daily operations, further enhancing team cohesion and efficiency.

In my leadership role, I place a strong emphasis on hands-on involvement in both the day-to-day technical operations and strategic decision-making, which equips me to offer direct mentorship and foster an innovative, agile, and adaptable team culture. I leverage my technical acumen to influence critical architectural decisions

and spearhead innovations that keep us at the cutting edge of the industry.

My approach to simplifying complex challenges into scalable solutions fosters creativity and collaboration within my teams, encouraging them to excel in problem-solving. This not only leads to groundbreaking technological advancements but also supports the robust growth and scalability of the engineering departments I lead.

Looking forward, I am eager to leverage my extensive background in software engineering and my proven leadership skills to make a significant impact by driving technological excellence and growth through strategic leadership and passionate involvement in every facet of team and project development.

Experience

SUSE

Senior Engineering Manager

November 2024 - Present (1 year 3 months)

Netherlands

Following SUSE's acquisition of StackState, I continue to lead the engineering organization for our observability platform, now part of SUSE's Enterprise Container Management division. My role focuses on:

- Leading the engineering transition and integration into SUSE's broader container management ecosystem
- Driving our platform evolution from enterprise to SaaS, enhancing compatibility with SUSE Rancher
- Managing distributed engineering teams developing our observability agent and platform
- Maintaining operational excellence and team culture through the acquisition

This role builds on my previous positions as Director of Engineering and Team Lead at StackState, where I guided our technical strategy and team growth from 2021 to 2024.

StackState

3 years 5 months

Director of Engineering

January 2023 - November 2024 (1 year 11 months)

Amsterdam, North Holland, Netherlands

Responsibilities:

- Leadership and Representation: Serve as the primary engineering representative within the management team, ensuring engineering insights are integrated into business decisions.
- Strategic Pivot Leadership: Guided the engineering shift from enterprise sales to a SaaS model, increasing product agility and market response.
- Strategic and Tactical Contributions: Contribute to strategic planning and tactical decisions, influencing company direction and priorities.
- Risk Management and Planning: Identify operational risks and skill gaps, and collaborate on strategic hiring plans to mitigate these issues.
- Organizational Structure Analysis: Regularly assess team structures for alignment with goals, adapting configurations to optimize performance.
- Team Development and Management: Oversee hiring, retention, and development of the engineering team, promoting a culture of continuous improvement.
- Operational Administration: Manage day-to-day engineering operations, ensuring efficient resource allocation.
- Agile and Scrum Leadership: Act as Scrum Master, enhancing team agility and productivity through effective Agile practices.
- Team Dynamics and Cohesion: Organize team events and activities to foster collaboration and maintain high morale.
- Problem Solving and Support: Provide support to remove obstacles, ensuring smooth team operations and project progression.
- Cross-Functional Liaison: Facilitate communication between engineering and other departments, ensuring cohesive interdepartmental collaboration.
- Regulatory Compliance and Policy Adherence: Maintain SOC2 compliance and uphold internal policies, ensuring security and privacy standards are met.

Team Lead / Senior Software Engineer(Scala)

July 2021 - February 2023 (1 year 8 months)

Hilversum, North Holland, Netherlands

Responsibilities:

- Lead two stream-aligned teams that own different subdomains in the Stackstate observability product.
- Recruit engineers to grow my teams.
- Improve retention by managing morale and team spirit through servant leadership.

- Provide regular feedback and mentoring to my teams to help them become more effective as a team and build their individual careers.
- Build the agile maturity of my teams by facilitating and mentoring scrum/kanban ceremonies and practices.
- Design, architect and deliver new solutions and improvements to systems already in use.
- Write functional software and provide technical leadership.
- Research and introduce new technologies.
- Review and monitor code quality.

Achievements:

- Transformed my team's retros into productive fun sessions that helped the team improve continuously.
- Recruited a high number of highly productive engineers in a short time period, allowing me to grow and split my stream-aligned team into two highly effective teams.
- Helped introduce the team topologies framework to Stackstate and used the framework to identify an effective way to structure my teams.
- Helped maintained high morale and velocity in my teams over the last quarter.
- Organised a very popular and effective off-site teambuilding for one of my teams.
- Completed a very challenging major version upgrade of the Akka framework in our codebase.

Languages, Libraries, and Frameworks:

Scala, Akka, Zio

Methodologies:

Functional Programming, Code Review, TDD, CD/CI, Kanban, Scrum, Agile.

Technology Stack:

Kubernetes, Elasticsearch, Apache Kafka, JVM, AWS.

NewMotion

Scala Developer / Scrum Master

December 2020 - June 2021 (7 months)

Amsterdam, North Holland, Netherlands

Responsibilities:

- Design, architect and deliver new solutions and improvements to systems already in use.
- Review and monitor code quality.
- Manage the scrum process, (Standups, Retros and Planning)
- Maintain and improve the Newmotion Settlement system

Achievements

- I transformed the team retros into highly productive sessions that stuck to the allocated time and that helped the team improve every sprint.

Invesco Jemstep

Senior Software Engineer (Squad Lead)

August 2016 - November 2020 (4 years 4 months)

Gauteng

Responsibilities:

- Lead a squad of software engineers building Robo-advisory systems that integrates with major American banks and custodians.
- Design, architect and deliver new solutions and improvements to systems already in use.
- Write functional software and provide technical leadership.
- Research and introduce new technologies.
- Review and monitor code quality.

Key projects where I performed a leading role:

- Design and prototype an event streaming microservice architecture for integrating with external api's using Apache Kafka and Akka streams.
- Integrate with major US bank web sites using single sign-on technologies like SAML and OpenID connect.
- Introduce Apache Spark to our company and convert our aging ETL data jobs to Apache Spark.
- Develop a type-safe Domain-Specific Language in Scala to dynamically create and validate questionnaire workflows.

Languages, Libraries, and Frameworks:

Heavily: Scala, Akka, Cats, ScalaTest.

Occasionally: REST, SAML, OpenID connect, React, Bootstrap, ZIO, Shapeless, Java.

Methodologies:

Code Review, TDD, CD/CI, Kanban, Extreme programming (pairing and mobbing), Agile.

Technology Stack:

MongoDB, Apache Kafka, JVM, Apache Spark, AWS Elastic Map Reduce, AWS EC2. GOCD.

ThoughtWorks

Senior Development Consultant (Tech Lead)

July 2015 - July 2016 (1 year 1 month)

Gauteng

Responsibilities:

- Lead a squad of software engineers building the account origination feature team on a major bank's online banking web site.
- Introduce and manage the clients' transition to agile development practices.
- Navigate the banks' complex IT Infrastructure and ensure integrations operate correctly.
- Review and monitor code quality.

Key projects:

- Introduced a large number of products to the online banking portal.
- Introduced new technologies than ensured a client's identity.

Languages, Libraries, and Frameworks:

- Java, AngularJS.

Methodologies:

Code Review, TDD, CD/CI, Scrum.

Technology Stack:

JVM, Redis, Enterprise Service Bus, TeamCity, Chef.

FNB South Africa

Senior Software Engineer

November 2013 - June 2015 (1 year 8 months)

Projects:

- * Debit Order Switching.
- * Email Management System.
- * Automated Credit Collections.

* Unauthorized Debit Order Detection.

* In house workflow framework used by a large number of projects at FNB
Environment: Java enterprise development. JEE, JSF, EJB, Jboss, Aspose, Hibernate etc.

Entelect Solutions

Senior Software Engineer

July 2012 - October 2013 (1 year 4 months)

Period: July 2012 - December 2012:

Client: Cash2Digital.

Project: Expert rule system that monitors the state of cash in transit boxes.

Environment: Java enterprise development using both the Spring framework and Jboss jBPM5 (Mostly Drools Expert).

Period: February 2013 - October 2013:

Client: FNB.

Projects: Debit Order Switching and Email Management System.

Environment: Java enterprise development. JEE, JSF, EJB, Jboss, Aspose, Hibernate etc.

DataCyte

Senior Software Engineer

January 2006 - June 2012 (6 years 6 months)

I joined DataCyte (formerly trading as Revelation Systems) in 2006 as a junior developer and promoted to Senior Developer in 2008. My duties included system analysis and design, architecture and application development.

I played a key role in the analysis and integration into our architecture of candidate technologies and methodologies. During my time at DataCyte I was involved in Medical, Business Process Engineering, Pharmaceutical, Claims Processing and Online Social Networking systems and environments.

arivia.kom

Junior Developer

January 2000 - March 2001 (1 year 3 months)

Lava systems (A subsidiary of Arivia.kom) specialised in reselling the Opentext knowledge management suite. I worked with another junior developer to add requested functionality using Java enterprise technologies like Servlets and JSP.

Education

University of Pretoria/Universiteit van Pretoria

B sc, Physics, Maths, Computer Science · (2002 - 2005)

CRUX CTI

Diploma, Computer Science · (1999 - 2000)